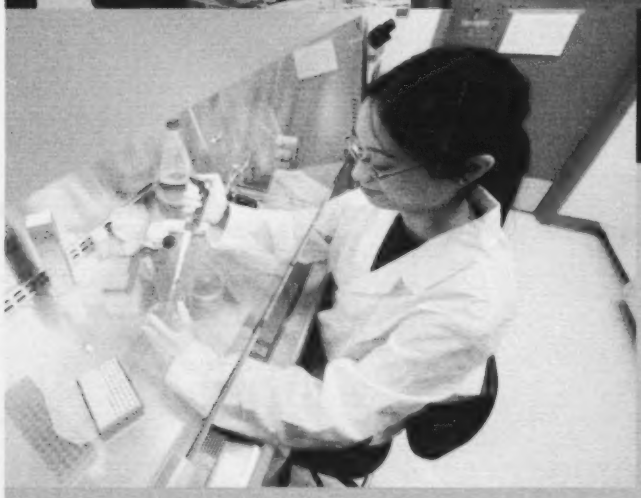


ALBERTA LABOUR FORCE PROFILES

Women 2015

Alberta

Highlights

For the purpose of this profile, the population is defined as women 15+ years.

Working Age Population of Women in Alberta

- The number of women in Alberta's working age population grew by 27.8% or 359,300 between 2005 and 2015.

Labour Force Statistics of Women in Alberta

- At 5.6%, women in Alberta had the third lowest unemployment rate of all women in Canada, after Saskatchewan's 4.6% and British Columbia's 5.5%.
- In 2015, women in Alberta had the highest participation rate of all women in Canada, at 66.6%.
- Alberta women had the highest employment rate, at 62.9%, of all women in Canada in 2015.

Employment of Women in Alberta by Industry

- Between 2005 and 2015, the Construction industry had the highest employment growth rate for Alberta women at 67.7%.

Employment of Women in Alberta by Occupation

- In 2015 68.0% of all employed women in Alberta worked in three occupational groups: Sales and service occupations, 29.1%; Business, finance and administrative occupations, 26.5%; and Health occupations, 12.4%.
- Women accounted for 80.3% of those employed in Health occupations.
- The two occupational groups that saw the largest growth rate in employment of women in Alberta between 2005 and 2015 were Natural and applied sciences and related occupations, up 74.0%; and Health, up 58.1%.

Educational Attainment of Employed Women in Alberta

- The number of employed women in Alberta with university degrees increased by 81.0% from 2005 to 2015.

Full-time/Part-time Employment of Women in Alberta

- The number of women employed full-time and part-time rose 28.1% and 23.5% respectively between 2005 and 2015.

Average Hourly Wage of Women in Canada

- Alberta women received the highest average hourly wage in Canada, $25.89.
- In 2015, the average hourly wage for women in Alberta was $2.63 higher than the overall average hourly wage for women in Canada of $23.26.
- The $25.89 average hourly wage for women in Alberta was $5.99 lower than the $31.88 for men.

Working Age Population of Women in Alberta

For the purpose of this labour force profile, working age population (or WAP) refers to people who are 15 years and older (please refer to the Appendix for definitions).

Alberta had the lowest percentage of women in the working age population, at 49.3%, while Nova Scotia had the highest percentage at 51.7% (Figure 1). The overall share for Canada is 50.7%.

Figure 1

Number and Percentage of Women by Province, 2015

Region	Population (15+ years)	Women (15+ years)	Women's Share
Canada	29,279,800	14,856,200	50.7%
Newfoundland and Labrador	442,900	225,700	51.0%
Prince Edward Island	120,900	62,400	51.6%
Nova Scotia	785,500	405,800	51.7%
New Brunswick	622,000	318,000	51.1%
Quebec	6,843,300	3,457,100	50.5%
Ontario	11,385,600	5,841,800	51.3%
Manitoba	987,200	499,800	50.6%
Saskatchewan	861,500	427,300	49.6%
Alberta	3,353,800	1,652,100	49.3%
British Columbia	3,877,100	1,966,300	50.7%

Source: Statistics Canada, Labour Force Survey

Between 2005 and 2015, the number of women in Alberta 15 years and older grew by 359,300 or 27.8% which exceeded the Canadian working age women's population growth rate by 14.2 percentage points (Figure 2). Alberta's working age population grew by 745,700 over the same period.

Figure 2

Working Age Population (15+ years), 2005 and 2015

	2005	2015	Growth	% Growth
Canada	25,754,700	29,279,800	3,525,100	13.7%
Women in Canada	13,081,900	14,856,200	1,774,300	13.6%
Alberta	2,608,100	3,353,800	745,700	28.6%
Women in Alberta	1,292,800	1,652,100	359,300	27.8%

Source: Statistics Canada, Labour Force Survey

Labour Force Statistics for Women in Alberta

In 2015, 44.9% of Alberta's labour force and 45.1% of employed Albertans were women (Figure 3). Women also accounted for 41.3% of unemployed in Alberta. The unemployment rate of 5.6% for Alberta women was 0.8 percentage points lower than the rate for men and 0.4 percentage points lower than the provincial average unemployment rate of 6.0%.

Figure 3

Labour Force Statistics by Gender, Alberta, 2015

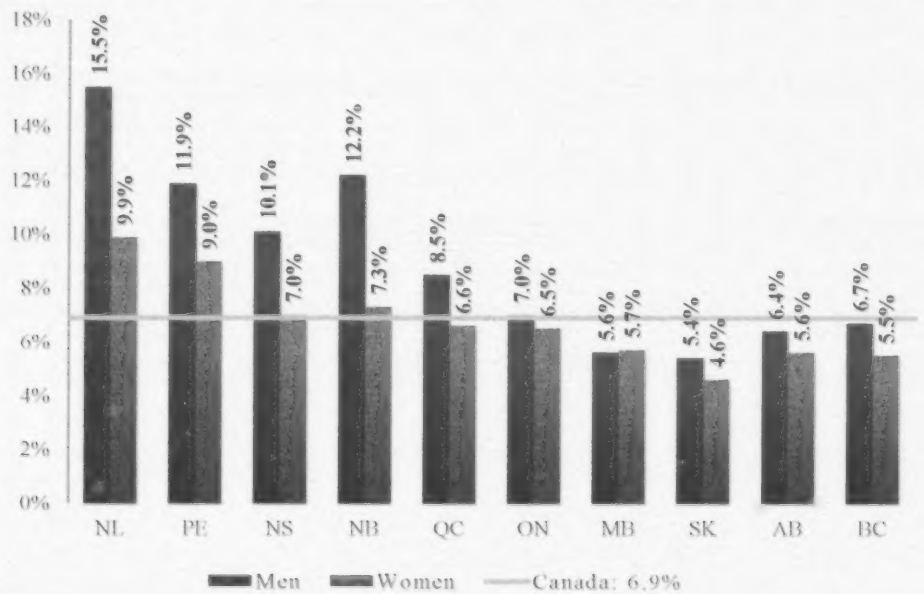
	Women (15+ years)	Men (15+ years)	Alberta (15+ years)	Women's Share
Working Age Population	1,652,100	1,701,700	3,353,800	49.3%
Labour Force	1,099,800	1,349,400	2,449,200	44.9%
Employed	1,038,700	1,262,500	2,301,100	45.1%
Unemployed	61,100	87,000	148,000	41.3%
Participation Rate	66.6%	79.3%	73.0%	
Employment Rate	62.9%	74.2%	68.6%	
Unemployment Rate	5.6%	6.4%	6.0%	

Source: Statistics Canada, Labour Force Survey

Canada's unemployment rate at 6.9% was higher than the 6.3% for Canadian women in 2015. The unemployment rate for Alberta women, at 5.6%, was lower than their Canadian counterparts. In Alberta, the unemployment rate for women was the third lowest rate for women among the 10 provinces in 2015, after Saskatchewan's 4.6% and British Columbia's 5.5% (Figure 4).

Figure 4

Unemployment Rates by Gender, Canada and Provinces, 2015



Source: Statistics Canada, Labour Force Survey

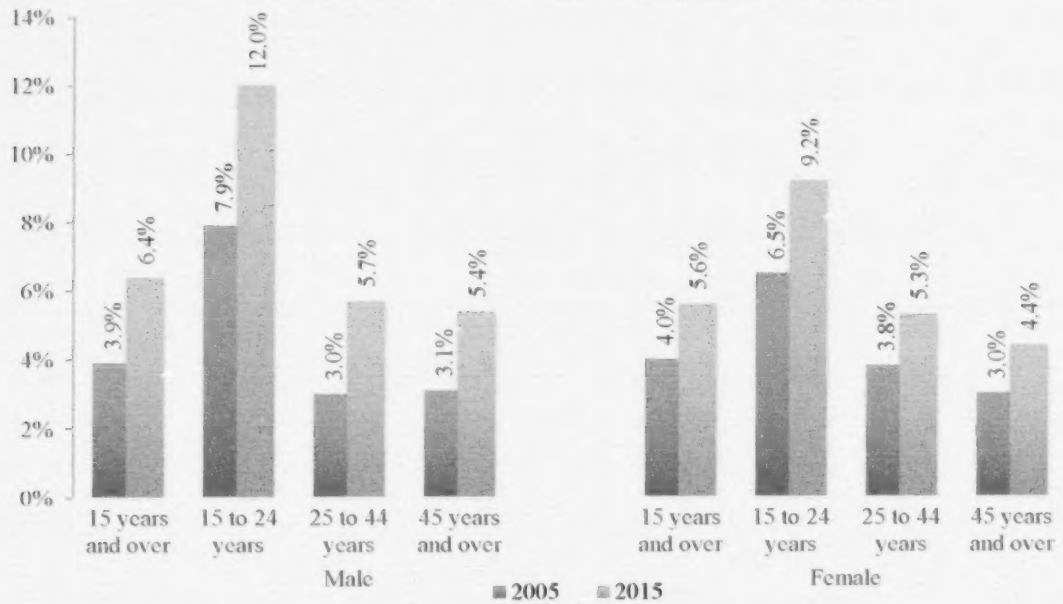
The unemployment rates increased in all four groups for both women and men between 2005 and 2015. Between 2005 and 2015, the unemployment rate for women aged 45 years and older rose 1.4 percentage points, and for men of the same age group, it increased 2.3 percentage points (Figure 5). In 2015, the unemployment rates for women and men 45 years and older were 4.4% and 5.4% respectively.

Women aged 25 to 44 had an increase in their unemployment rate of 1.5 percentage points, between 2005 and 2015. Men aged 15 to 24 had an increase of 4.1 percentage points over the same period.

In 2015, the greatest difference in unemployment rates between men and women occurred in the 15 to 24 years age group, where the unemployment rate for men was 2.8 percentage points higher than the women's rate.

Figure 5

Unemployment Rate by Gender and Age Group, Alberta, 2005 and 2015

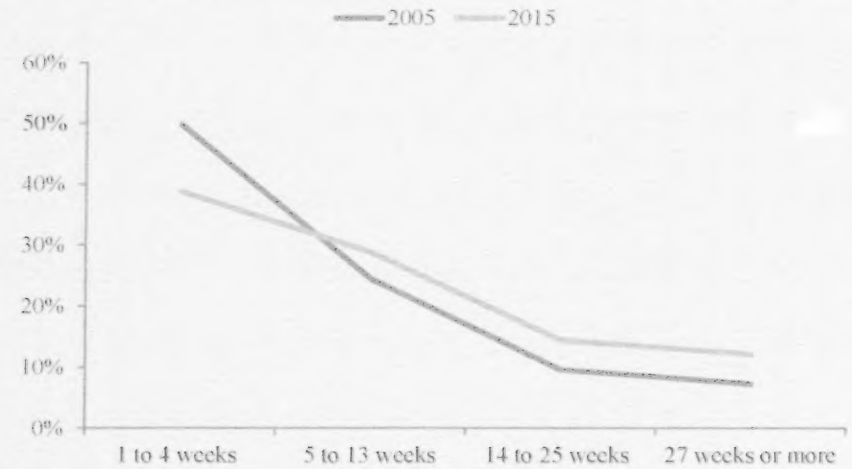


Source: Statistics Canada, Labour Force Survey

In 2015, 38.8% of unemployed women had a duration of unemployment between one to four weeks compared to 49.7% in 2005. The average duration of unemployment for women in Alberta increased from 11.5 weeks in 2005 to 14.6 weeks in 2015 (Figure 6). In 2015, 12.1% of unemployment lasted 27 weeks or longer in 2015 for Alberta women.

Figure 6

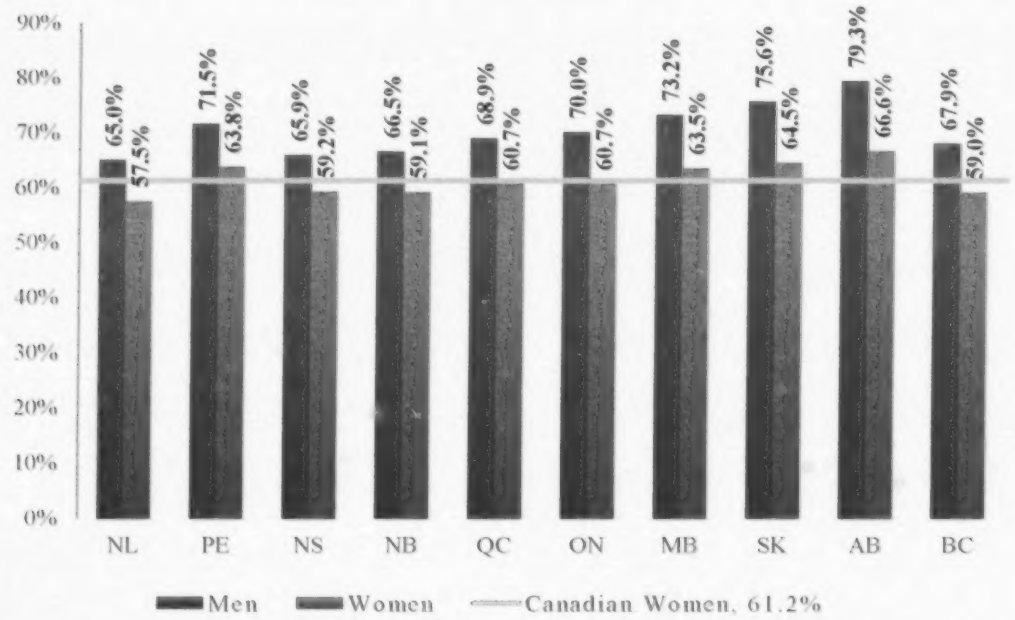
Duration of Unemployment for Women in Alberta, 2005 and 2015



Source: Statistics Canada, Labour Force Survey

In 2015, the participation rate for Alberta women was 66.6%, the highest among women in all provinces (Figure 7). This rate was 0.8 percentage points higher than the Canadian average participation rate of 65.8%, and 5.4 percentage points higher than the Canadian female average participation rate of 61.2%. Women's participation rates were lower than men's in all 10 provinces, and the largest difference of 12.7 percentage points occurred in Alberta.

Figure 7
Participation Rates by Gender, Canada and Provinces, 2015



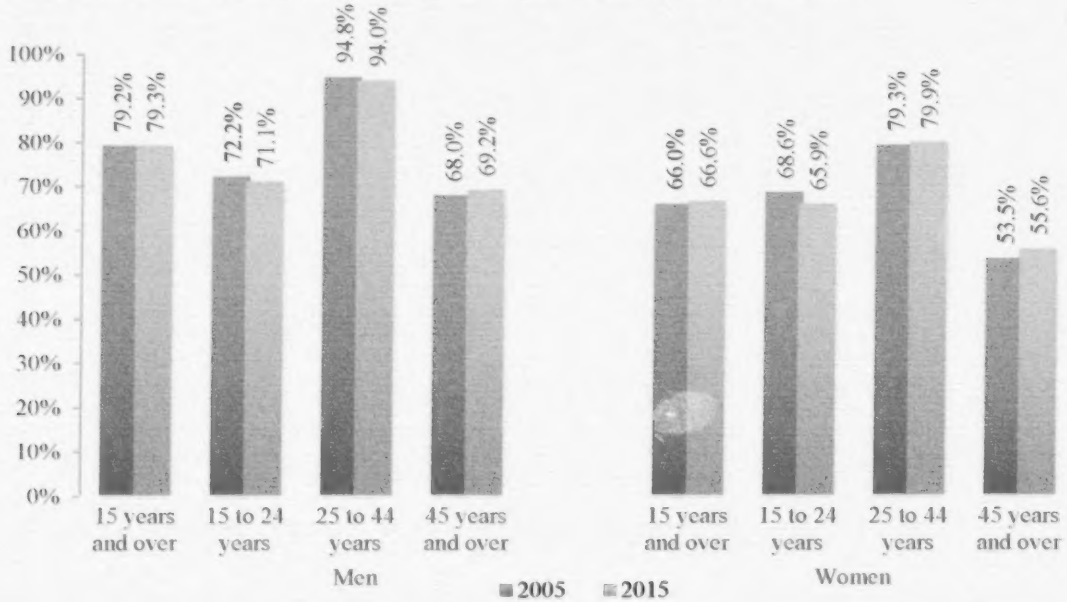
Source: Statistics Canada, Labour Force Survey

The largest increase in the participation rate over the 10 years for both men and women was for those aged 45 years and over, rising 1.2 and 2.1 percentage points respectively (Figure 8).

Between 2005 and 2015, the participation rates for women aged 15 to 24 years fell by 2.7 percentage points. The participation rate declined 1.1 percentage points for men aged 15 to 24 years. Overall, the participation rate for women in Alberta increased 0.6 percentage points, and for men, it increased by 0.1 percentage points in the last 10 years.

Figure 8

Participation Rate by Gender and Age Group, Alberta, 2005 and 2015

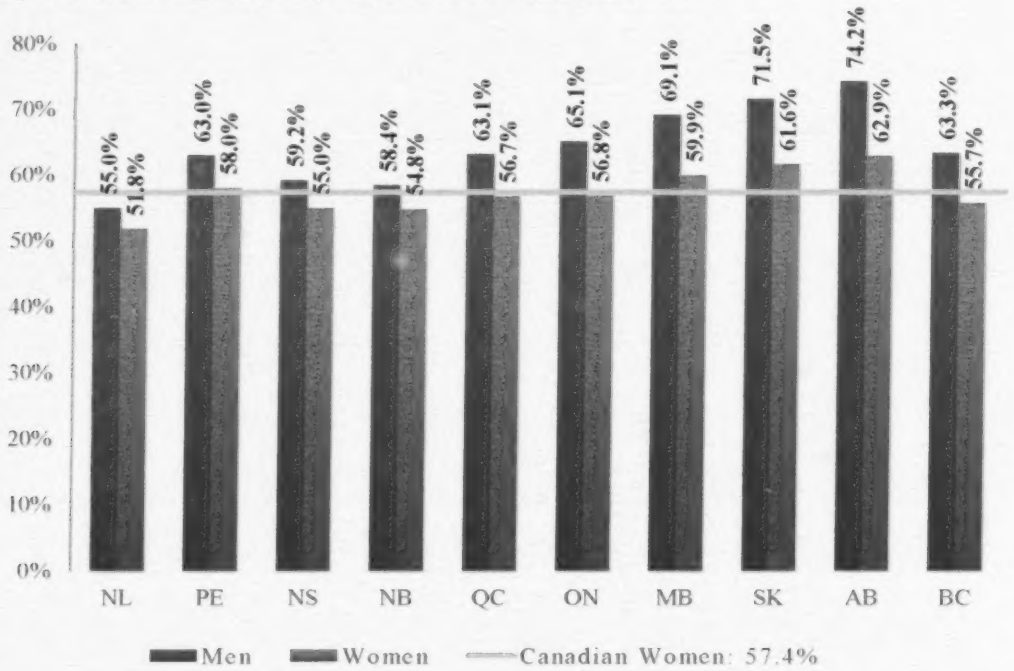


Source: Statistics Canada, Labour Force Survey

The employment rate for women in Alberta was 62.9%, the highest of all women in the 10 provinces (Figure 9). This rate was 1.6 percentage points higher than the Canadian employment rate of 61.3%, and 5.5 percentage points above the national average for women at 57.4%.

Figure 9

Employment Rate by Gender, Canada and Provinces, 2015



Source: Statistics Canada, Labour Force Survey

Women aged 15 and older saw a 0.4 percentage point decrease in their employment rate, while men had a 2.0 percentage point decrease over the 10 year period (Figure 10).

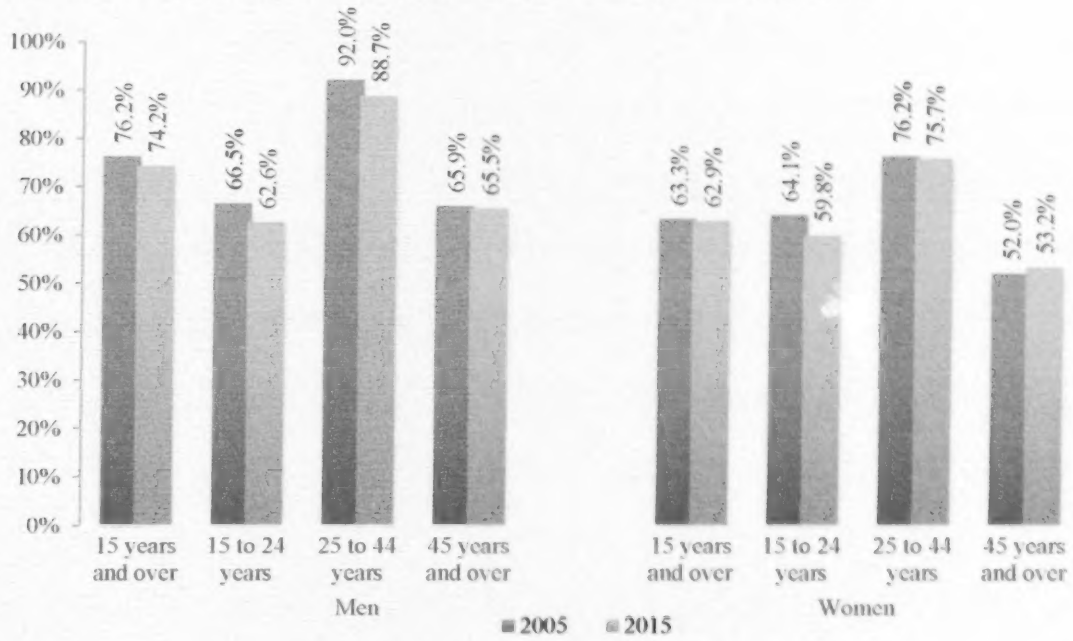
Employment rates for women were below the rates for men across all age groups in both years. Both men and women in the 25 to 44 year old group had the highest employment rates of all groups in 2005 and 2015. The biggest difference in employment rate between men and women also occurred in this age group, where men's rate was 13.0 percentage points higher than women's in 2015.

The employment rates for women and men aged 15 to 24 years were lower in 2015 compared to 2005, by 4.3 and 3.9 percentage points respectively. For the 25 to 44 year old group, the employment rate was 3.3 percentage points lower for men and 0.5 percentage points lower for women.

Among men and women and across the four age groups, women 45 years and older had the largest overall increase in employment rate of 1.2 percentage points, between 2005 and 2015.

Figure 10

Employment Rate by Gender and Age Group, Alberta, 2005 and 2015



Source: Statistics Canada, Labour Force Survey

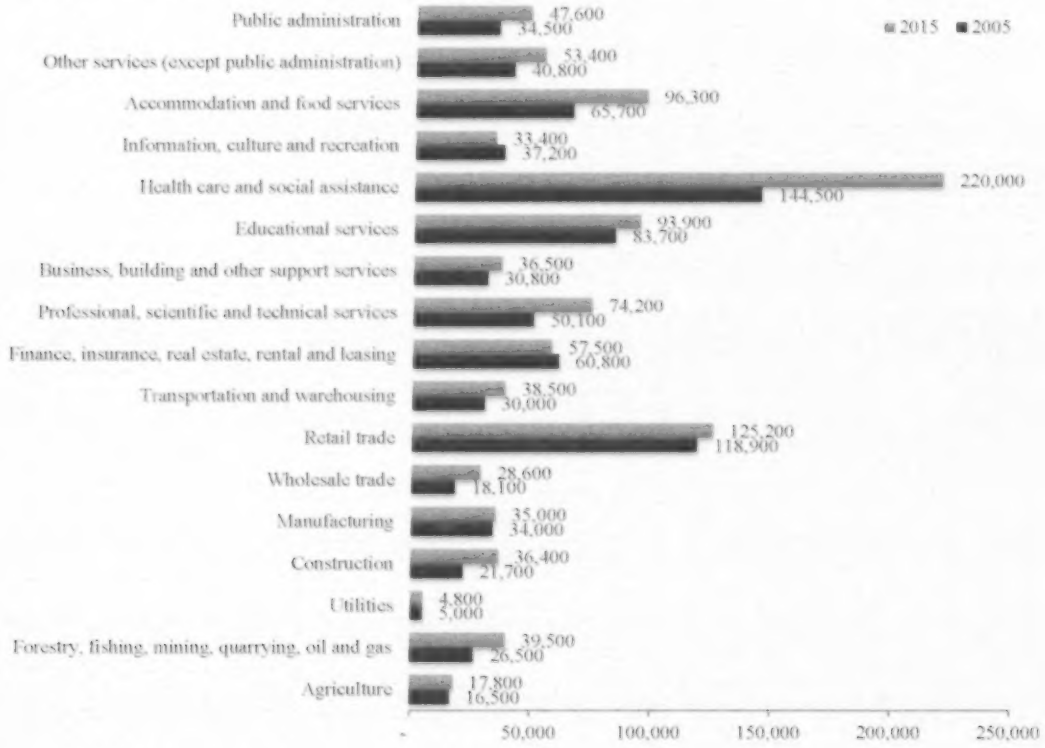
Employment of Women in Alberta by Industry

The industry in Alberta that employed the most women in 2015 was Health Care and Social Assistance (Figure 11). In 2015, 220,000 women were employed in that industry, representing 21.2% of all employed women in Alberta. Retail Trade had the second largest proportion of employed women in Alberta, 12.1% of all women employed, or 125,200 women. The industry that had the least number of women employed was Utilities, at 4,800 or 0.5% of all employed women in 2015.

Between 2005 and 2015, employment grew by 50.0% or more for women in the following three industries: Construction, up by 67.7%; followed by Wholesale Trade, with a 58.0% increase; and Health Care and Social Assistance, up by 52.2%. Over this 10 year period, three industries saw declines in employment of women: Information, Culture and Recreation, down by 10.2%; Finance, Insurance, Real Estate, Rental and Leasing, by 5.4%; and Utilities, down 4.0%.

Figure 11

Women Employment by Industry, Alberta, 2005 and 2015



Source: Statistics Canada, Labour Force Survey

Employment of Women in Alberta by Occupation

Over the 10 year period, the number of women employed rose across all occupations except those Occupations unique to processing, manufacturing and utilities, where employment fell by 2,700 (Figure 12).

The four occupations with the largest rate of growth in employment for Alberta women between 2005 and 2015 were: Natural and applied sciences and related occupations, up 74.0%; Health occupations, up 58.1%; and Trades, transport and equipment operators and related occupations, up 53.5%; and Occupations in social science, education, government service and religion, up 44.5%.

In 2015, 29.1% of women were employed in Sales and service occupations. Another 26.5% of employed women in Alberta worked in Business, finance and administrative occupations. Of the 10 occupational groups, only 1.3% of employed women worked in Occupations unique to processing, manufacturing and utilities.

Three occupations which had a predominance of women employed were: Health occupations in which 80.3% were women, Business, finance and administrative occupations in which 72.6% were women, and Occupations in social science, education, government service and religion 71.0% were women. The two occupations with the smallest proportion of women employed were Trades, transport and equipment operators and related occupations, in which 7.4% were women, and those Occupations unique to primary industry, in which 18.7% were women.

Figure 12

Women Employment by Occupation in Alberta, 2005 and 2015

Occupation	2005	2015	% Growth
Management occupations	50,000	64,600	29.2%
Business, finance and administrative occupations	244,400	275,400	12.7%
Natural and applied sciences and related occupations	25,400	44,200	74.0%
Health occupations	81,600	129,000	58.1%
Occupations in social science, education, government service and religion	84,800	122,500	44.5%
Occupations in art, culture, recreation and sport	28,400	30,200	6.3%
Sales and service occupations	246,100	302,400	22.9%
Trades, transport and equipment operators and related occupations	21,500	33,000	53.5%
Occupations unique to primary industry	19,700	23,300	18.3%
Occupations unique to processing, manufacturing and utilities	16,700	14,000	-16.2%

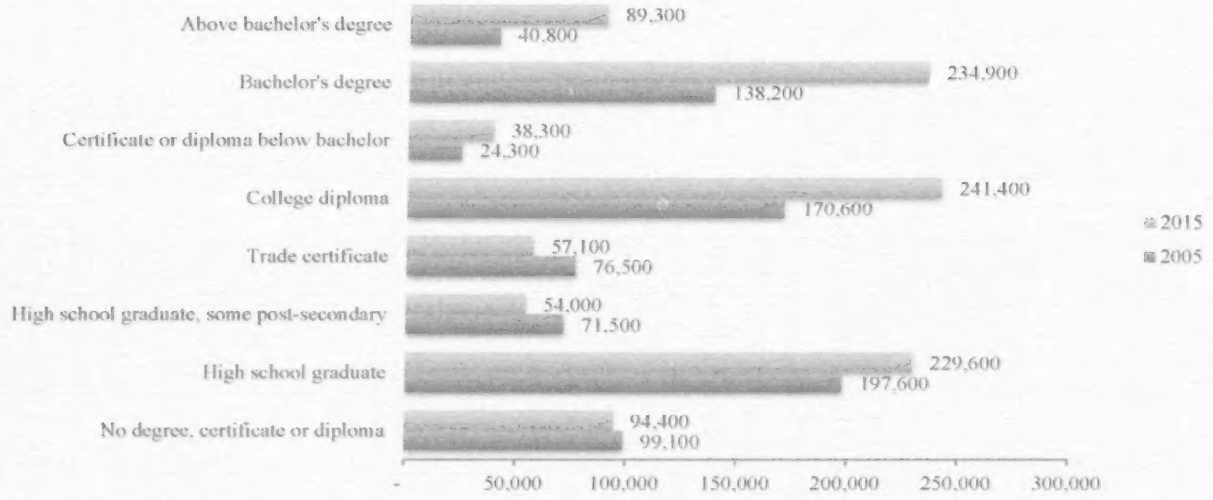
Source: Statistics Canada, Labour Force Survey

Educational Attainment of Employed Women in Alberta

More employed women in 2015 have attained an education beyond the high school level than in 2005 (Figure 13). At the same time, there were fewer employed women in 2015 that had no degree, certificate or diploma, as well as fewer employed women who were high school graduates with some post-secondary education, and fewer had a trade certificate as their highest level of attainment compared to 2005.

Between 2005 and 2015, the number of employed women with no degree, certificate or diploma decreased by 4.7% while the number of employed women with university degrees rose 81.0%.

Figure 13
Educational Attainment of Employed Women, 2005 and 2015



Source: Statistics Canada, Labour Force Survey

Among employed Albertans who have attained a post-secondary certificate or diploma, 42.6% were women (Figure 14). The proportion of employed women who attained a university degree was 31.2% compared to 23.5% for men.

The proportion of employed women who had a high school diploma as their highest level of attainment was 22.1% compared to men at 23.9%. Among employed men, 12.2% had no degree, certificate or diploma; for women, it was 9.1%.

Figure 14

Educational Attainment of Employed Albertans by Gender (15+ years), 2015

	Alberta	Men		Women	
		Number	%	Number	%
No degree, certificate or diploma	10.8%	153,500	12.2%	94,400	9.1%
High school graduate	23.1%	301,200	23.9%	229,600	22.1%
High school graduate, some post-secondary	4.9%	58,300	4.6%	54,000	5.2%
Trade certificate	13.0%	242,100	19.2%	57,100	5.5%
College diploma	18.3%	178,700	14.2%	241,400	23.2%
Certificate or diploma below bachelor	3.1%	32,000	2.5%	38,300	3.7%
Bachelor's degree	19.1%	204,700	16.2%	234,900	22.6%
Above bachelor's degree	7.9%	91,800	7.3%	89,300	8.6%
Total	100.0%	1,262,500	100.0%	1,038,700	100.0%

Source: Statistics Canada, Labour Force Survey

Full-time/Part-time Employment of Women in Alberta

The number of women in Alberta employed full-time increased by 28.1% and those employed part-time grew 23.5% between 2005 and 2015 (Figure 15). In 2005, 73.2% of all employed women worked full-time, and in 2015, it was 73.9%.

In 2015, more women were employed full-time than part-time in all age groups. The growth rate in full-time employment in the 10 year period was highest for women 65 years and older, at 226.8%, followed by those 45 to 64 years old, at 32.7%. Women 65 years and older also had the highest growth rate in part-time employment, at 212.7%, followed by the 25 to 44 year olds, at 25.5%.

Of all age groups, women 25 to 44 years of age had the largest increase in the number of both full-time and part-time employment, by 90,200 and 20,500 respectively over the 10 year period. Part-time employment grew 20.6% for women aged 45 to 64 years, and by 8.2% for women 15 to 24 years of age.

Figure 15

Alberta Women Full-Time and Part-Time Employment by Age Group, 2005 and 2015

	2005		2015		Growth in Employment (%)
	Employment	% of all Employed Women (15+ years)	Employment	% of all Employed Women (15+ years)	
15+ years	818,700		1,038,700		26.9%
Full-Time	599,400	73.2%	767,800	73.9%	28.1%
Part-Time	219,300	26.8%	270,800	26.1%	23.5%
15-24 years	151,500	18.5%	151,500	14.6%	0.0%
Full-Time	85,500	10.4%	80,100	7.7%	-6.3%
Part-Time	66,000	8.1%	71,400	6.9%	8.2%
25-44 years	371,600	45.4%	482,300	46.4%	29.8%
Full-Time	291,200	35.6%	381,400	36.7%	31.0%
Part-Time	80,400	9.8%	100,900	9.7%	25.5%
45-64 years	284,500	34.8%	369,300	35.6%	29.8%
Full-Time	217,000	26.5%	288,000	27.7%	32.7%
Part-Time	67,400	8.2%	81,300	7.8%	20.6%
65+ years	11,200	1.4%	35,500	3.4%	217.0%
Full-Time	5,600	0.7%	18,300	1.8%	226.8%
Part-Time	5,500	0.7%	17,200	1.7%	212.7%

Source: Statistics Canada, Labour Force Survey

Average Hourly Wage of Women in Canada

Among employed women in Canada, Alberta women received the highest average hourly wage[1] in 2015, at $25.89 (Figure 16). The average hourly wage for women in Alberta was $2.63 higher than employed Canadian women's average hourly rate of $23.26.

Figure 16

Average Hourly Wage[1] of Employed Women in 2015, Canada and Provinces

Region	Average Hourly Wage
Canada	$23.26
Newfoundland and Labrador	$21.53
Prince Edward Island	$20.64
Nova Scotia	$20.88
New Brunswick	$20.18
Quebec	$22.31
Ontario	$23.73
Manitoba	$21.66
Saskatchewan	$23.61
Alberta	$25.89
British Columbia	$22.74

Source: Statistics Canada, Labour Force Survey

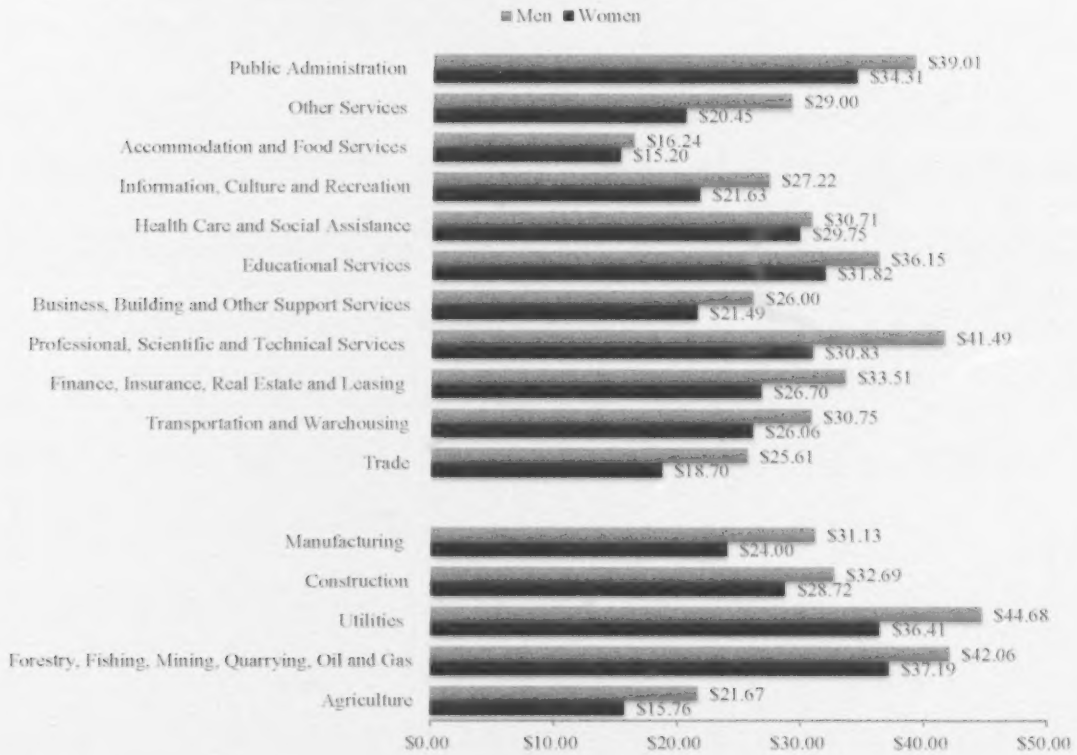
1 Weekly and hourly wage rates are calculated in conjunction with usual paid work hours per week and do not include self-employed persons.

Average Hourly Wage of Women in Alberta by Industry

In 2015, the average hourly wage for Alberta was $29.06. The average hourly wage for Alberta men and women were $31.88 and $25.89, respectively, that year. Women employed in the Forestry, Fishing, Mining, Quarrying, Oil and Gas industry had the highest average hourly wage, at $37.19 in 2015 (Figure 17). Both women and men employed in the Accommodation and Food Services industries had the lowest average hourly wages, at $15.20 and $16.24, respectively. The greatest difference in average hourly wages between men and women was in the Professional, Scientific and Technical Services Industry where women received, on average $10.66 per hour less than men. The smallest difference between men's and women's average hourly wages occurred in the Health Care and Social Assistance Industry where women received, on average, $0.96 per hour less than men.

Figure 17

Average Hourly Wages by Industry and Gender, Alberta, 2015



Source: Statistics Canada, Labour Force Survey

Average Hourly Wage of Women in Alberta by Occupation

Figure 18 shows that the average hourly wages for women were higher in all 10 occupations over the 10 year period. The three occupations with the largest increase in average hourly wage between 2005 and 2015 were: Management, up $12.77; Natural and applied sciences and related occupations, up $10.53; and Health, up $9.95. The occupation with the smallest increase in the average hourly wage for women over the 10 years was Sales and service occupations which increased by $5.10.

Women in management occupations received the highest average hourly wage in 2015, at $38.96, while those employed in the Sales and service occupations received the lowest, at $16.55.

Figure 18

Average Hourly Wages for Women by Occupation, Alberta, 2005 and 2015

Source: Statistics Canada, Labour Force Survey

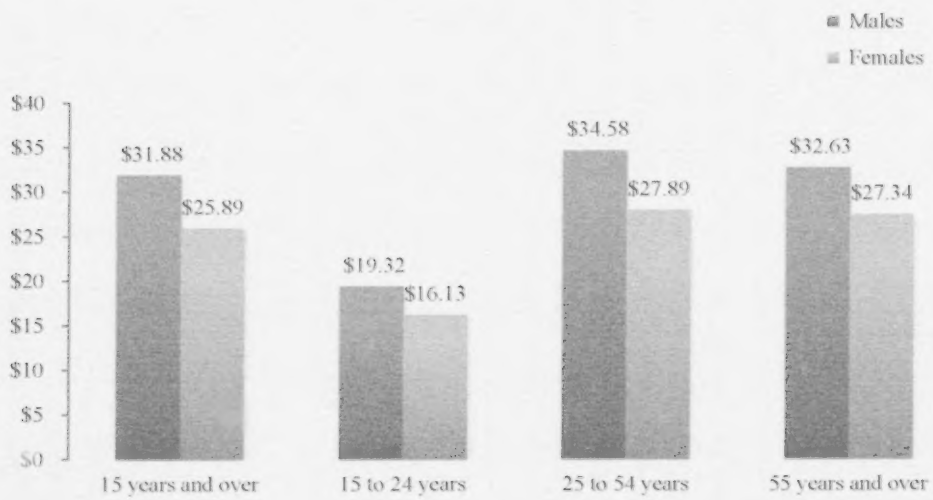
Average Hourly Wage of Women in Alberta by Age Group

Young men and women between the age of 15 and 24 had the lowest average hourly wage among the four age groups in 2015 (Figure 19). This age group also had the smallest difference in average hourly wages between men and women, of $3.19. The wage difference between Alberta women and men aged 25 to 54 years was $6.69; and was $5.29 for those 55 years of age and older.

Women aged 25 to 54 had the highest average hourly wage of the three age groups, at $27.89. The average hourly wage in 2015 for Alberta men and women was $31.88 and $25.89 respectively.

Figure 19

Average Hourly Wage by Gender and Age Group, Alberta, 2015



Source: Statistics Canada, Labour Force Survey

Appendix

All of the following definitions are from the Guide to the Labour Force Survey, Statistics Canada.

Employment Rate: The number of persons employed expressed as a percentage of the population 15 years of age and over.

Industry: The general nature of the business carried out by the establishment for whom the respondent works (main job only).

Labour Force: The labour force is the portion of the civilian, non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed. The reference week is defined as the week, usually containing the 15th day of the month, in which information is collected for the Labour Force Survey.

Occupation: The kind of work persons 15+ years were doing during the reference week, as determined by the kind of work reported and the description of the most important duties of the job. If the individual did not have a job during the reference week, the data relates to the most recent job held within the previous year.

Participation Rate: The total labour force expressed as a percentage of the population aged 15 years and over. This measure represents the proportion of the said population that is either employed or actively seeking employment.

Working Age Population: Those persons 15+ years except persons living on Indian reserves, inmates of institutions, and regular members of the Canadian Armed Forces.

Average Hourly Wage: Based on hourly wage before taxes and other deductions, and include tips and commissions. Only persons who are an employee are included in the average.

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